



## DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

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### **CALIFORNIA ORDERS FRESNO BUSINESS TO PAY \$45,000 FOR SEXUAL HARASSMENT**

ELK GROVE, CA -- The California Department of Fair Employment and Housing, California's civil rights agency, announced today that a Fresno area cleaning company has been ordered to pay \$45,000 in damages and fines, stemming from a sexual harassment case. The Fair Employment and Housing Commission, the administrative body that heard the case, found RJL Group and President/CEO Raymond Lopez liable for sexually harassing employee Nora Rose. "Employees should not have to choose between keeping a job and putting up with demands for sexual favors or a hostile work environment," said Department of Fair Employment and Housing Director Phyllis Cheng. "Our department is committed to enforcing the rights and responsibilities of both employers and employees within the State of California."

The Commission found the company and Lopez violated the Fair Employment and Housing Act and ordered them to pay Rose \$35,000 for emotional distress and reimburse the state \$10,000 in administrative fines. The company and Lopez also must post a notice about their liability, develop a policy that complies with the Act, and train management on sexual harassment prevention.

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*The mission of the DFEH is to protect Californians from unlawful discrimination in employment, housing and public accommodations and from hate violence. For more information about the DFEH and the laws it enforces, visit the Department's website at [www.dfeh.ca.gov](http://www.dfeh.ca.gov). Also explore our [Facebook](#), [YouTube](#), [LinkedIn](#) and [Twitter](#) pages.*